

TIP OF THE

July 7, 2006

SWORD

Incirlik Air Base, Turkey

Shirts:

**Diamonds are an
Airman's best friend**



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Days until inspection

Tip of the week: Learn from past mistakes. Never make the same mistake twice. Always go back and review any write-ups so as not to repeat them.

On the cover: First sergeants are a vital part of the Air Force and of Team Incirlik. Many times they show that they really are an Airman's best friend. For more details, see Pages 8 through 10. (Cover graphic by Senior Airman Tim Beckham)

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COMMANDER'S COMMENTS



By Col. "Tip" Stinnette
39th Air Base Wing commander

Time to get busy

The only place that success comes before work is in the dictionary. Amazing results occur when people set a course, pursue it with relentless passion and keep their mind focused on the desired result. For Incirlik, the desired result is a win in our September inspection. Now is the time to buckle-up, strap it on, and apply ourselves with relentless passion along the course we have set for success. In a word, it is time to "work!"

We are now less than two months out from the inspection with two major local inspections between now and then. Time is the scarcest resource and unless it is managed nothing else can be managed. Time is the inexplicable raw material of success and the great dividing line between success and failure can be expressed in five words: "I

did not have time." We have time and to make good use of it, we must know what is most important and then give it our all! Of first importance is addressing our deficiencies from the staff assistance visit ... technical operations, command and control knowledge, and entry control procedures are among the areas that we must focus on. Each work center across the installation should know exactly what they need to work on and should have a prioritized plan to 'get-r-done.'

First place is the only place to be in our business. Vince Lombardi said, "The price of success is hard work, dedication to the job at hand, and the determination ... to apply the best of ourselves to the task at hand."

We have taken the first step in that direction ... we have arrived alive from the four-day weekend. I would like to thank each and every one of you for applying the tenants of off-duty risk management to get to this point. We are now in the heart of the envelope for the 101 Critical Days of Summer. It is hot, we have the second half of the campaign to go, and we can not afford to bend or break anyone. Hydrate, team up, and stay focused ... our first sergeant corps is committed to ensuring we do!

"It is when you are working and moving toward an accomplishment that brings you respect and dignity that you are succeeding." Fix bayonets and get busy making good things happen to ensure freedom's future!

Incirlik blotter

Well Done! The blotter has nothing significant to report from June 27 to Wednesday. We are currently in DIGITCON Alpha. To review measures please see the page on the *Source*.

(Blotter inputs provided by the 39th Security Forces Squadron)

FPCON
Charlie

INFOCON
5

DIGITCON
Alpha

The 39th Air Base Wing Public Affairs staff prepares all editorial content in the *Tip of the Sword*. The 39th ABW Public Affairs Office (Unit 7090, Box 135, APO AE 09824-5153) is located in Building 833, Room 275. **Submissions:** The editor or other *Tip of the Sword* staff will edit or re-write material for clarity brevity or to conform with the Associated Press Style Guide, local policy and Air Force style as required by Air Force Instruction 35-101. Contributions for the *Tip of the Sword* can be made through e-mail to tip.sword@incirlik.af.mil. The editor can be reached at 676-6060. **Deadlines:** Submission deadlines are Wednesday, nine days, prior to publication date. If submissions are publishable, they run based on space available and priority. **Disclaimer:** The *Tip of the Sword* is printed by Kemal Matbaasi, a private firm in no way connected with the U.S. Air Force, under exclusive written agreement with the 39th Air Base Wing. This funded Air Force magazine is an authorized publication for members of the U.S. military overseas. Unless otherwise noted, photographs are Air Force photos. The *Tip of the Sword* uses information from the Armed Forces Information Service, Air Force News Service, U.S. Forces in Europe News Service and other sources. Contents of *Tip of the Sword* are not necessarily the official views of, or endorsed by, the U.S. government, Department of Defense or Department of the U.S. Air Force. Everything advertised in this publication shall be made available for purchase, use or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other non-merit factor of the purchaser, user or patron. **Contact Information:** To reach the 39th Air Base Wing Public Affairs staff, call 676-3217, fax 676-6492, e-mail tip.sword@incirlik.af.mil or stop by Building 833, Room 275.

Farewell Fellow Airmen

By former CMSAF Gerald R. Murray

It's been my honor and privilege to serve as your 14th Chief Master Sergeant of the Air Force. As I culminate my 29-year career, I want to thank each of you for volunteering to serve our nation, for fighting the Global War on Terror and for continuing to keep our Air Force strong.

Early in my tenure I wrote a CMSAF Perspective entitled: "To the members of the best enlisted force in the world." I wholeheartedly believed that then; now after four years traveling around our Air Force, meeting with so many of you and witnessing the tremendous feats you accomplish everyday, I'm convinced even more.

Your pride and professionalism are awesome and continue to make the difference in our ability to accomplish our mission. We dominate in air, space, and across the planet because of you. You truly are the nation's and our Air Force's greatest asset.

As America's Airmen we are asked to lead the way in the fight for freedom. Together we transformed from Cold War mentalities to a combat expeditionary Air Force an incredibly strong, agile, and lethal force. Our combat role began more than 15 years ago with Desert Storm. You've since honed your skills through Operations Northern and Southern Watch, Allied Force, Noble Eagle, Enduring Freedom, and Iraqi Freedom, among many other challenges.

In the Global War on Terror you've taken the fight to the enemy and defeated them ev-

erywhere you engaged. As the war continues, you must remain resolute, strong, and prepared to fight anytime and anywhere that our liberties, or those of our allies, are threatened. I am confident that just as those who came before us overcame challenges, you will continue to soar to the challenges ahead with courage, commitment, and conviction. I'm grateful to have served with such outstanding men and women who exemplify these values.

Because of your service and sacrifice, the seeds of Democracy are growing in Afghanistan, Iraq, and other areas of the world. Take pride in your part in building the future of these nations—nations that simply want to enjoy the freedoms we often take for granted. Most importantly, stand fast in preserving our great democracy and way of life in the United States of America. As Airmen, we can measure our success not in dollars, rank or recognition, but in the ability to make a difference in someone else's life, in our nation and in our world.

Our Chief of Staff, Gen Moseley, selected Chief Rod McKinley to be the 15th Chief Master Sergeant of the Air Force. He is a committed leader, with tremendous experience, education, and compassion. His strength and character make him the right person at the right time to lead and represent our outstanding enlisted force.

I leave you in good hands, and the Air Force in your capable hands. Keep your focus on winning this war and taking care of each other. Best wishes to each of you.

USAFE Reportable Motor Vehicle Mishaps

Yearly Average (FY 2001-2005)

FY 2006 to Date

Motorcycles Automobiles Fatalities Motorcycles Automobiles Fatalities

31 FW	4	11	2	3	6	
38 CSW		2		1	2	1
39 ABW		1				
48 FW	2	7	1		2	
52 FW	2	9	1		5	1
65 ABW		1			1	
86 AW	2	4	1			
100 ARW	1	1			1	
435 ABW	1	5			5	1
501 CSW		1		1	1	
HQ	1	2				
USAFE Total	13	44	5	5	23	3

Motor vehicle incidents continue to be the single greatest threat to our USAFE family. More than 65 percent of the mishaps in the command are caused by either excessive speed as it relates to the road conditions and by drivers simply not paying attention. Watch your speed and stay alert as you travel. Defensive driving and vigilance remain the primary countermeasures against accidents, but they only work if you use them. Current as of 31 May 06

YOUR TURN

What's the best thing that you learned from a first sergeant?

"The best thing I ever learned from a first sergeant is two wrongs don't make a right."

Senior Airman John Mosier, 425th Air Base Group



"Always take care of your people."

Staff Sgt. Marcus Molden, 39th Mission Support Squadron



"It's not the talent you have but the choices you make that make you a great Airman."

Staff Sgt. Eric Sanders, 39th Logistics Readiness Squadron



"The best thing I learned from a first sergeant was how to prepare myself for promotional testing."

Staff Sgt. Michael Bacon, 39th Air Base Wing



"Always have a backup plan."

Tech. Sgt. Tammy Diyar, 39th Comptroller Squadron



To submit a question for "Your Turn," call 676-6060 or e-mail tip.sword@incirlik.af.mil

Appreciating our Air Force family

Airman reminds Team Incirlik of the importance of family

By Capt. Cliff Reimer

39th Civil Engineer Squadron

My grandmother died a few days ago. I was at morning PT when I got the call from my wife on my cell phone. Since I'm the base's emergency management director, I always cringe when my cell phone rings at odd times. As I went to answer this call, I wondered if an accident or disaster might have happened on base. It wouldn't have hit me too hard if it was something that occurred on the base — we train for responding to situations like that all the time — but my grandmother's death was very different. It was unexpected and personal, and made me feel lost and empty inside.

I immediately began to try to make travel arrangements so I could be with my family and attend the funeral. Nothing was lining up. The rotator wouldn't get me back in time, and commercial flights were even worse. Nothing worked out. After talking with some very helpful folks at the passenger terminal and TMO, I grieved for my

grandmother by clicking on one travel Web site after the next with the same negative result. There was no way for me to make the funeral.

After some self-examination, I've realized that it was such a bitter thing for me to miss my grandmother's funeral because I've missed so much of her life — and the lives of my parents and other family members. This was just an especially poignant reminder of the constant sacrifice we make as servicemembers.

Of the sacrifices we make, missing out on the lives of my family members has always been the toughest for me. I left home to attend the Air Force Academy shortly after graduating high school and I've lived far from home ever since. I bet you and I have this in common. Nearly all Air Force members experience the same separation from loved ones I've experienced for the last 11 years.

Other than my faith and my loving wife, the one thing that has helped me recover from my loss the most is you — my new fam-

ily. I've chosen a life that's taken me away from the family members I was born with, but I've gained a whole new family in the Air Force.

What a terrible lifestyle ours would be if we've traded a life with our families for a life with coworkers. Thankfully, that's not the case. I've been blessed time and time again in my Air Force career with peers, superiors and subordinates that have become much more than just co-workers or fellow Airmen — they've become family. For example, no one could ever replace the care and mentorship of my father — a truly wonderful man — but I've been blessed to have known more than one senior leader in the Air Force that has loved me as if I were his own son. And those relationships have made all the difference for me.

I would have left service years ago if it wasn't for genuine relationships with you — the members of my new family. Let's never forget to take time to appreciate each other and support each other through all the good and bad times — just like family.

NSPS set to spiral through Incirlik

By Lori Burling Alves

39th Air Base Wing Public Affairs

In January 2007, U.S. civilian employees at Incirlik Air Base will undergo a change in salary under the new National Security Personnel System spiraling throughout Air Force bases in the United States and overseas.

NSPS is a new personnel system for all Department of Defense employees that will replace the current General Schedule employment system — allowing for a higher salary and increases in salary based on job performance.

"Most importantly, civilian employees need to know that their salaries will not decrease and there will be no changes to benefits, leave and retirement plans. This is a new system designed to help supervisors compete with private industry in pay," said Sandra Ringer, 39th Mission Support Squadron civilian personnel office acting director.

According to Ms. Ringer, the DoD has recognized that the current GS system does not allow supervisors the opportunity to negotiate in salary — sometimes hindering the opportunity to hire the most qualified candidate for the position.

"The current system doesn't have the flexibility to adapt to the constant changing military mission," she said.

Currently at Incirlik, civilian employment starts at a GS-4 level with an approximate starting salary of \$22,000. The highest position

is a GS-13 with an approximate starting salary of \$65,000. With the new system, a particular position will have a range of income that a supervisor can offer an applicant. One example that has come to front in the past is civilian engineering positions within DoD. DoD competes with private industry and "typically private industries can offer a lot more money," said Ms. Ringer. NSPS will give supervisors the flexibility to compete with these industries.

"For example, a supervisor may have a range from \$25,000 to \$75,000 to hire an engineer. Rather than advertise a \$25,000 position and probably get applicants straight out of school or with little experience, they could offer \$50,000 and get someone with a little more experience or more education," Ms. Ringer explained.

Another change with the NSPS will be qualifications for pay increases and raises. Under the GS system, job performance and longevity are examined when evaluating raises. For instance, once a civilian is hired at a GS level, which consists of 10 steps, they receive a small increase in salary every year up to step four. The civilian would receive a pay increase every two years during steps four through seven, and then in steps eight through 10, they receive a pay increase every three years.

However, most civilians are either promoted to a new GS level or quit the system before they reach step 10, according to Aqueilla

See NSPS, Page 5

New maintenance group commander takes the reins

By Capt. Denise Burnham
39th Air Base Wing Public Affairs

The new maintenance group commander, Col. John Taylor, assumed command and received his first salute Wednesday in Hangar 4.

Colonel "Tip" Stinnette, 39th Air Base Wing commander, presided over the ceremony which was attended by more than 250 people to include members of the maintenance squadron, commanders, first sergeants, chiefs, family members and Turkish friends.

"The qualifications of a leader determine to a larger extent than any other single element, the effect and success of that unit," said Colonel Stinnette. "I can think of no other person better to take command of our maintenance heroes!"

Colonel Taylor has been in the Air Force more than 20 years. He was a 1983 distinguished graduate of the Air Force ROTC program at Michigan Technological University. He is command pilot with more than 2,700 flying hours and 88 combat missions in the F-111 and F-15E as part of Operations Desert Shield, Desert Storm, Provide Comfort and Deny Flight.



Photo by Master Sgt. Bill Gomez

Col. "Tip" Stinnette (Left) 39th Air Base Wing commander passes the flag to Col. John Taylor, 39th Maintenance Group commander, during the assumption of command ceremony Wednesday in Hangar 4.

He has served various staff jobs over the years, most recently at the Pentagon and he served in joint assignments as the Operations director of the Joint Staff as Operations Officer in CENTCOM. Before arriving on station here he most recently was the Weapon Systems Liaison Division Chief in the Office of Legislative Liaison, Air Force Secretariat, Washington, D.C.

ton, D.C.

"Thanks for the opportunity to guide and mold the maintenance team as they become better Airmen and citizens," said Colonel Taylor. "I want to help you grow and help the maintenance group to be successful."

He thanked the men and women of his unit for their sacrifice and service to the nation.

NSPS

Continued from Page 4

Grimmage-Smith, 39th MSS civilian personnel office human resources specialist.

But the 10 steps will not be a part of the NSPS system, and pay increases will no longer be a guarantee under NSPS. Only job performance will be looked at for increases in salaries with NSPS.

"It's not going to matter how long you've been in a certain position. What's going to matter is how you do your job. The pay is going to be better for all employees, and employees who come to work and do above and beyond will be rewarded," said Mrs. Grimage-Smith.

At Incirlik, 148 U.S. civilians will be affected by NSPS and most of them will see a small increase in salary, said Mrs. Grimage-Smith, who has worked as a DoD employee for 14 years.

Incirlik is one of several bases converting to the new system in 2007, and a few bases in the United States have already moved to NSPS, such as Tinker Air Force Base, Okla. Ms. Ringer says the only criticism she has heard is fear that NSPS could lead to the "good ole

boys" way of hiring—meaning supervisors will hire their buddies. However, Ms. Ringer, who was recently promoted to NSPS Headquarters for AFMC at Wright-Patterson AFB, Ohio, assures that a checks and balances system is in place to make sure that does not happen.

"It will be regulated to make sure the best candidates are hired," said Ms. Ringer, who has worked as a DoD U.S. civilian for 20 years.

The Civilian Personnel Office will hold formal NSPS training for employees and supervisors before the new year, but in the meantime would like all civilian employees to review the NSPS 101 course at www.cpms.osd.mil/NSPS/NSPS101. The 45-minute Web based course provides a general overview of NSPS.

"I think it will way-lay fears of the new system," said Ringer. "Really, if you're a good employee and do your job, there is no need for concern."

For more information, contact the Civilian Personnel Office.

Team Incirlik, Ensuring Freedom's Future

Retired first shirt talks trash

By Anonymous

Incirlik offers all of us in the community a great opportunity to enjoy a walk, especially in the fall after the heat fades and in the spring before the heat sets in. However that enjoyment has a major distraction, namely, TRASH — more blatant disrespect of our home by a ‘few’ of the irresponsible who live here with us.

I’m talking about ‘trash’ today because it’s an irritant; it’s also an unnecessary one.

Walk with me as I give you an idea of what I’m talking about. I encountered a cigarette pack thrown down by the fitness center; interesting, fitness and cigarettes, go figure. This trash could have been left in the car or dropped in a proper trash container just 40 feet away.

In front of the club complex was a beer bottle. This one was quite unique; someone had deliberately set the bottle on the force protection wall next to the sidewalk. Now, why would anyone do that unless they were shouting, “Hey, look at me, I’m somebody!” Either that or the person was too drunk to be respectful of the rest of us, but not too drunk to make a statement.

I often think about ‘CSI’ when I see this type of trash, you know the popular TV series on forensic science. Soda, beer or other receptacles like this maintain good fingerprints. I’ve always wanted to carefully remove this type of blatant evidence and send it to the lab.

Oh, I suppose the cost would be tremendous, but every military person has been fingerprinted and it shouldn’t be a big deal to nab the wise guy who carefully placed the beer bottle on the wall to deliberately trash the base. Maybe we could get the guy or girl 30 days of extra duty policing up around the base.

Next, I encountered a beer can discarded on the hospital grounds. That’s odd; how many people in the hospital drink in their facility? Now there’s a classic scene; very nice trash container right here on the walk and an empty candy bag thrown down next to it!

This scene is played out across this base every day; why is that? I believe it’s quite simple; I see a lack of pride in a ‘few’ of our community inhabitants. You know the type, they feel like there’s always ‘someone’ policing up around the base and besides, ‘What difference does it make?’ ‘What’s the big deal?’

When it comes to wayward beer cans outside the club or dormitories, or trash thrown down right next to a container, I see them as a blatant ‘thumbing of the nose’ toward authority. I see the perpetrator saying, “I don’t care about this base or your rules,” “Those rules don’t apply to me” or “I’m above the rules!”

This is classic self-centered egotistic behavior; it comes from that ‘group of one’-type personality that says, “Look at me, I’m special, I call the shots here.” What a sad commentary!



Photo by Senior Airman Tim Beckham

Base members are encouraged to clean up the trash they leave behind.

IN THE NEWS

Mosquito spraying tips

The entomology department at Vinnell, Brown and Root started the annual mosquito abatement program throughout base housing and public areas Monday.

VBR is scheduled to spray Mondays, Wednesdays and Fridays from dusk to about 10 p.m.

The following is provided for your information:

— Do not follow the fogging vehicle on foot or follow too closely behind the fog and misting vehicle in vehicles or on bicycles.

— The mosquito fogging truck is equipped with “amber flashing lights” to indicate the location of the approaching fog machine during the operation.

COLA change

Military personnel will not receive a cost of living adjustment entitlement in their mid-month paycheck.

Please be aware that the COLA entitlement is continuously fluctuating. The Department of Defense Per Diem, Travel, and Transportation Allowance Committee performs COLA evaluations as frequently as twice per month. Future evaluations may determine that we receive the entitlement.

Please direct any questions to 39epts.customerservice@incirlik.af.mil.

Toastmasters

Improve your communication skills. Toastmasters meet Wednesday at 11 a.m. at the consolidated club.

For details, call Carlotta Griffith at 676-2231 or e-mail 2carlotta@gmail.com.

Commander’s radio show

Listen to Col. “Tip” Stinnette every Thursday from noon to 1 p.m. on AFN radio 1590 AM.

For details, call AFN at 676-6491.

Power outage

The fitness center will be closed today because of a power outage from 8:30 a.m. to 3:30 p.m.

For details, call Tech. Sgt. Dave Trichel at 676-6086.

Practice makes perfect

Deployment exercise pushes base members through the line



Photos by Airman 1st Class Tiffany Colburn

(Top) Senior Airman Destiny Simmons, 39th Mission Support Squadron personnelist, verifies Master Sgt. Douglas Jarman's, 39th Communication Squadron NCOIC of computer systems management, dog tags and ID card during a mobility processing exercise at here.

(Left) Staff Sgt. Jeffrey Hall, 39th Logistics Readiness Squadron NCOIC of equipment liaison, take the bags of those participating in the deployment exercise June 28. The members participating were required to drop off their mobility gear at the stimulated flightline before heading in to make sure their paperwork was in order.

(Below) Senior Airman Joshua Spinner, 39th Logistics Readiness Squadron customer service journeyman, briefs a group of Team Incirlik during a mobility deployment exercise.



What the shirts real

Base first sergeants tell what it's like to wear the diamond, do the job

By Capt. Denise Burnham
39th Air Base Wing Public Affairs

Why did you become a First Sergeant?

"I was one of the lucky ones," said Master Sgt. William E. Peoples Jr., 39th Operations Squadron first sergeant. "The Air Force actually selected me under the First Sergeant Selection Program, or FSSP, as a nonvolunteer. I openly embraced the challenge just as I have others during my career. I knew becoming a first sergeant would afford me the opportunity to impact the lives and careers of many people unlike my primary career field."

"I have always enjoyed being around people and I felt that as a first sergeant I would have the greatest impact on our Airmen's careers by making sure they had a person they can depend on if they ever needed any assistance with career and life issues," said Master Sgt. Benjamin Leal Jr., 39th Maintenance Squadron first sergeant.

"During my 21-plus years in the Air Force, I've had the pleasure and displeasure of working with several first sergeants," said Master Sgt. Daniel L. Goodwin, 39th Communications Squadron, first sergeant. "I guess I wanted to emulate the good ones, and somehow make amends for the bad. I've been a maintainer and an operator; I wanted to do something that could truly help the troops directly, in a way you rarely see in other jobs."

"I love people and working with them, especially the youngsters (enlisted and officers)," said Master Sgt. James Leonard, 39th Medical Group first sergeant. "I can't think of a better job in the military

that puts you with people and helping those people is my reward. That's why I'm a First Sergeant ... I love it!"

"When I entered the Air Force 20 years ago I had decided then I wanted to stay for 20 years and have as many jobs as the Air Force would allow me," said Master Sgt. Stanley Gohl, 728th Air Mobility Squadron first sergeant. "Early on in my enlistment I had decided that someday I would be a training instructor (TI), PME instructor, and a first sergeant. The year I made master one of my chiefs looked me in the eyes and said, 'Well what are you waiting for? I thought you always wanted to be a first sergeant!' He was right. So 30 days after I pinned on master I took over a 350-person squadron as a nondiamond first sergeant; five months later I graduated from the First Sergeant Academy!"

What has been the most rewarding case you have ever worked? Or thing you've dealt with being a Shirt?

"As a Shirt you see and hear it all!" said Sergeant Peoples. "Patience, empathy and being able to listen with an open mind have been key for me thus far. My two crowning moments have obviously been here at Incirlik:

One was helping the commander and his family get back to the states on emergency leave to be by the side of his terminally ill father," he said. "Normally it's the commander and I who are working together to take care of other members of the squadron. The role reversed for him and he had a new appreciation as to what I do as a first sergeants and how everything ties in together.

The second case was similar, this time it was an Airman that had recently arrived on station and was getting settled in. I was informed through the Red Cross that five of her immediate family members were involved in an automobile accident. By this time I was versed in the emergency leave process and got her and her family back to the states in a matter of hours. Just the thanks from her family back home was enough for me," said Sergeant Peoples.

"In my first squadron we had a Mil/Mil couple have a baby that had heart trouble at birth," said Sergeant Leal. "The squadron worked with medical to get the baby evacuated to Germany to see a heart specialist and within the first month he had open heart surgery and was in critical condition on a respirator. During the next four months the base and squadron stepped up to support this family with all their needs and the most rewarding part was the baby made it though and is now living a full and happy life."

"My answer to this question is somewhat unusual as my worst and most rewarding case are one in the same," said Sergeant Goodwin. "This would be having one squadron member take the life of another. I think you've already figured out why it was the worst, let me try and explain the rewarding part. During the three plus weeks following the tragedy, I spent countless hours every-



ly think

day trying to help the rest of the squadron cope with the loss of both members, one deceased, the other in jail, not without the help of all the supporting agencies on base. Seeing the squadron go through all the transitions associated with this type of tragedy was difficult, however watching everyone come together as a family was very comforting. The other aspect which made this even more rewarding was having the lost member's parents attend a memorial service. The gratitude they showed everyone, even during their time of mourning was unbelievable."

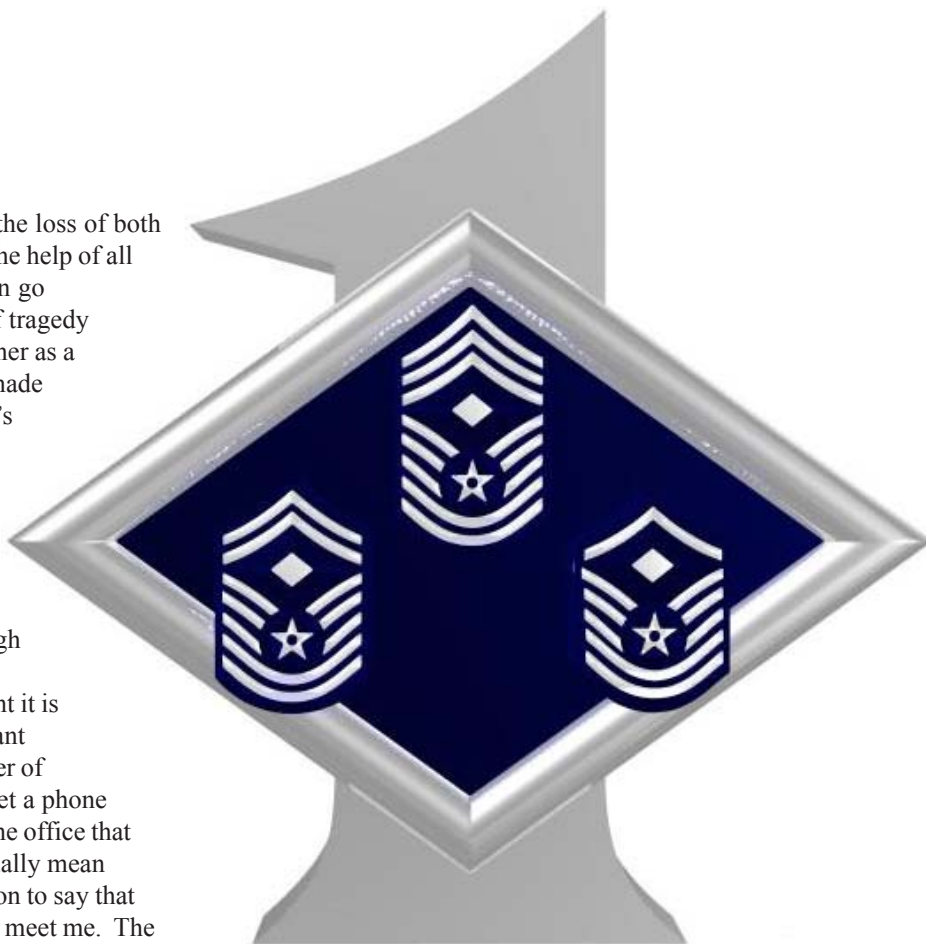
"I don't have one case that stands above the rest," said Sergeant Leonard. "Everything I do is rewarding to me. Just knowing I got the job done or helped someone with their problem is rewarding enough for me."

"The most rewarding thing is not a one time incident it is a feeling I have received from my Airmen," said Sergeant Gohl. "Back at my last assignment, I had a large number of young Airmen, and on numerous occasions I would get a phone call from one of those Airman asking if I would be in the office that afternoon; in the first sergeant's world, those calls usually mean work. However, to my surprise the Airman would go on to say that their parents were in town visiting and wanted them to meet me. The first time this happened I was truly surprised and honored, and when it continued throughout my tour there I continued to feel honored each and every time. To me, there is no greater sign of respect an Airman of any rank could show me than to want their parents to meet me, the first sergeant. Maybe I am reading too much into this scenario, but I felt like the young Airmen were saying, 'look mom and dad I may have moved out on my own, but I have this first sergeant who looks out for me now,' and believe me, every parent thanked me and asked me to take care of their child."

"The toughest case I have had to handle was the recent death of a dependent spouse here at Incirlik," said Sergeant Gohl. "Sitting in the conference room with the young NCO while the doctors explained that there was no chance of recovery for his wife and mother of their four children was emotionally draining. Later the same day having to call the mother and father back in the states and explain to them that their daughter had died was heart wrenching for me. Sitting in the living room while the father explained to his four young children ranging from toddler to a 12-year-old that mom wasn't coming home brought me to tears. But the worst moment was walking into the intensive care unit carrying the toddler and holding the hand of the beautiful little girl as they said their final goodbyes to their mom. This was by far the most difficult experience of my life. What made this tragedy bearable for me was the support of my wife and three children, the support of the 728th AMS as well as that of Team Incirlik as a whole. Although this tragedy hit 728th AMS deeply, it truly affected us all at Incirlik as we came together to care for and support this grieving family."

How do you keep your pulse on the morale of the squadron?

"By getting out to the work centers, visiting the dorms and having an open door policy," said Sergeant Peoples.



"I try to keep in touch with the Airmen in the squadron because they will always let me know how things are going in there sections," said Sergeant Leal.

"I think most, if not all, my peers will answer this the same way, get out from behind your desk and be out with the troops," said Sergeant Goodwin. "You have to get out there and talk to your people."

"I keep a pulse on the morale in the squadron by showing my face around," said Sergeant Leonard. "I'm probably the hardest person to catch at his desk; I'm not a sit at the desk shirt. But I always have my cell phone. I love to be out and about with my people throughout the group and wing talking to everyone. The way I see it, how can a person feel comfortable talking and coming to me with their problem if they never see me or get to know the person behind the diamond?"

"Leadership by example or leadership by doing!" said Sergeant Gohl. "If you are not out doing what your Airmen are doing on a regular basis then you truly do not know the pulse of your squadron. Don't get me wrong, there are mandatory meetings and paperwork, but there are also several meetings I can choose not to attend. Oh yea' don't forget my favorite line, 'open door policy,' my door is almost always open because I am usually not there, hopefully I am out and about with my Airmen or at one of those meetings I could not get out of. Bottom line, as a first sergeant, supervisor or even the commander, you cannot lead from behind your desk! An Airman will approach me much quicker out on the flightline and ask for assistance rather than come to my office and ask for help. In short, if my Airmen are in MOPP 4, pushing pallets, doing a FOD walk, cleaning the building, shoveling snow, or what ever, so am I; that is how you truly know the pulse of your squadron!"

So you want to wear the diamond?

Be prepared

By Lori Burling Alves
39th Air Base Public Affairs

They go by many names — sergeant, dad, first shirt, top — and if you're part of the U.S. Air Force, chances are a first sergeant has touched your life in some way.

First sergeants — often called the first shirt — are men and women who hold at least the rank of master sergeant and wear a diamond on their sleeve. An integral part of a squadron, the first sergeant's main job is to ensure the health, welfare and moral of enlisted Airmen. Whether it's singing cadence, arranging emergency leave or just lending an ear, a first sergeant occupies a tall chair.

"I kind of just put my arms around them and try to build a support system for them," said Senior Master Sgt. Raul Ruiz, first sergeant for the 39th Air Base Security Forces Squadron. "I work for the Airmen 24-hours-a-day, seven-days-a-week. They do the mission, and I try to keep the distractions away and keep them happy ... You go into this knowing you have to be approachable and get to know these troops. You have to care about people and believe in the Air Force. I'm somewhat of a natural mentor. I was doing a lot of these things ... helping other Airmen ... before I even became a first sergeant."

Ruiz is one of nine first sergeants and six acting first sergeants (senior NCOs who do not wear the diamond but take on some first sergeant duties) that make up the Incirlik First Sergeant Council. A squadron must have at least 77 enlisted Airmen to qualify for a first sergeant position. If a squadron is smaller, a senior NCO will take on the first sergeant duties as an acting first sergeant. However, unlike diamond wearers, acting first sergeants have not completed the first sergeant training provided by the Air Force. But they do meet weekly as part of the council to discuss situations, pass along useful programs offered on base, and discuss what's working and what's not.

"The council is great for me," said Master Sgt. William Peoples, 39th Operations Squad-

ron first sergeant. "This is my first assignment as a first sergeant — only nine months — and it's definitely a trial by fire. It's great to have a group of shirts that I can go to that have a little more experience. I mean, I'm still looking at my notes from class sometimes."

In order to become a first sergeant, a senior NCO must complete an extensive application package with several recommendations, go before a board and families are sometimes interviewed. Once selected, they must complete a multi-week training program in Alabama. The sergeants are then placed with squadrons — usually different from their previous jobs — and are encouraged to deploy.

"The first sergeant is critical to a squadron's success, he or she either makes or breaks the operation. I rely on my first sergeant to keep me and our Airmen abreast on all the latest issues as well as to inform me on enlisted matters within my unit," said Maj. Bryan Gillespie, 39th SFS commander. "All in all, the first sergeant represents the enlisted force and takes care of health, welfare and morale issues while at the same time ensures I understand all the issues so I can better take care of my people. His absence in either area would negatively impact the mission."

Ruiz, who has been a first shirt for more than four years and has deployed twice, advises close to 300 security forces Airmen. His job entails being a disciplinarian, a motivator, a businessman, an advisor and sometimes a simple funnel of information.

"It can be anything from getting a Red Cross notification for an Airman and arranging their way back the States to giving a lecture on drinking. Or maybe an Airman needs a little money to make his next car payment — in that case I could give him the money

for the payment and then direct him to a service on base that can help him budget his money. I mean a lot of these 18 and 19 year olds have never balanced a checkbook. It's simply making them aware of every resource that is available to them in order for them to effectively do their job," he said.

When money is a concern for Airmen, first shirts have a pool of funds — Operation Warm Heart — that they can give or loan. The money is raised and maintained by the first shirts Air Force wide.

Master Sgt. Benjamin Leal, 39th Maintenance Squadron first sergeant, who won First Sergeant of the Year last year, said a majority of the issues he deals with are emergency leave, money matters and family issues.

"A shirt is really a catch all. We have to know a lot about everything in order to get the help these Airmen may need," he said.

While a commander is the acting authority in disciplinary issues, first sergeants play a major role in advising. And while they are listeners, they are also obligated to report possible criminal activity.

"Seventy-five percent of the time my commander is going to listen to my advice about the Airmen because I interact with them daily.

So I have to make sure I'm giving the best advice I can. I have to make sure my commander has everything in his toolbox to make a decision," said Sergeant Leal.

Both master sergeants Leal and Peoples have experienced the tough side of disciplinary issues.

Both leaders have helped in courts martial where the alleged perpetrator and the alleged victim were both their Airman.

"It was hard seeing that line," said Sergeant Peoples. "It was my job to be a supporter to both of these Airmen, and I had to do that equally without taking a side one way or the other — both of my Airmen needed me. It was difficult."

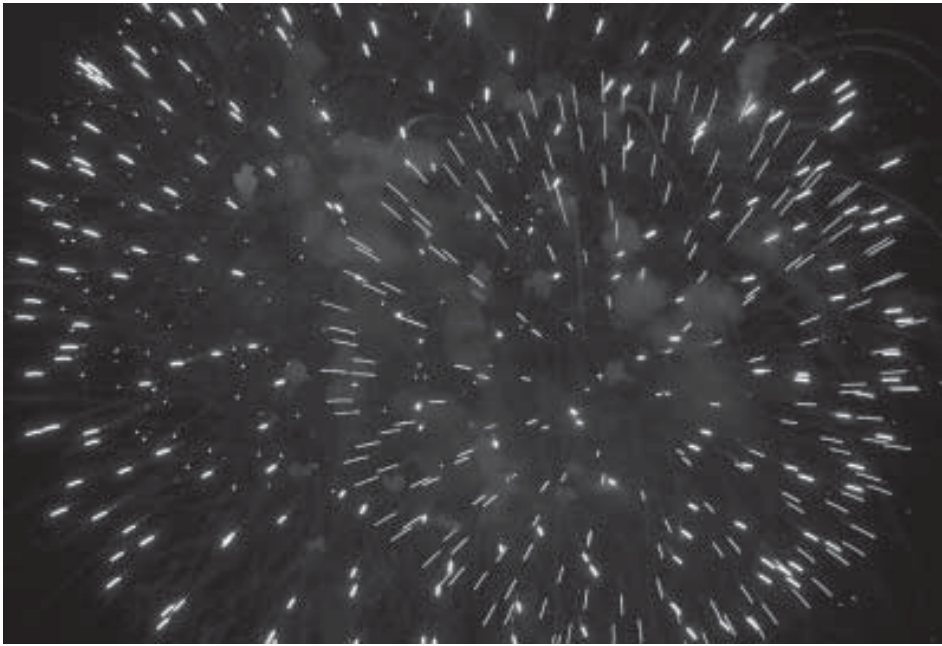
No matter the tough times, all the first shirts agree that the job would be hard to give up. SNCOs are trained for a three-year position as a first shirt, and then they have the option of staying a first sergeant or returning to their original career fields.

"If you're doing it for the right reasons this job can be very rewarding. I couldn't imagine doing anything else. Sometimes they feel like my kids and I don't want to leave them," said Sergeant Ruiz.

"A shirt is really a catch all. We have to know a lot about everything in order to meet the Airmen's needs."

Master Sgt. Benjamin Leal
39th Maintenance Squadron

The fourth; 'Lik' style



Photos by Airman Kelly Flynn

(Above) Ashton Mangham shows off his golfing skills during the Fourth of July Celebration.

(Left) The celebration ended with a spectacular fireworks extravaganza at Arkadas Park Tuesday.



Jaylen Lacy gets his face painted at the Fourth of July Celebration.



IQ the Clown shows Airman 1st Class Tiffany Colburn, 39th Communications Squadron photographer, a few magic tricks his ferret can do.



Tech. Sgt. Jeff Shanks, 39th Operations Squadron air traffic controller, throws a softball at the First Sergeants' dunking booth.

Incirlik Heroes

“You made my day!” Have you said this recently to someone at Incirlik? We want to know about it!

The *Tip of the Sword* will now feature a weekly spotlight on a person living the Air Force core value of service before self. This person may be someone who provided great customer care, a neighbor who helped out in a tough predicament, or a volunteer who’s making a difference and deserves a pat on the back.

“Nancy Shrope is an active member of Pets Are Worth Saving. Nancy is the organizations treasurer as well as a volunteer helping with fundraiser events, and committing herself to the animals at the Adana shelter. Nancy and her husband Mike have taken five handicapped dogs back to the States to reside on their farm to live out the rest of their lives happy and safe. They are remarkable people with huge hearts. Nancy also volunteers at the thrift store. She is a true hero in the eyes of many and never asks for recognition.” — Erica Franchino, PAWS volunteer worker.

To see a valuable Incirlik team member — active duty, civilian, or family member — in the spotlight, contact Julie Halstead at 676-6755 or e-mail Julie.halstead@incirlik.af.mil.



Photo by Senior Airman Patrice Clarke

Nancy Shrope, 39th Mission Support Squadron community readiness consultant, is an active member of Pets Are Worth Saving.



Photos by Airman 1st Class Tiffany Colburn

Safety first

(Above) Ali Ozyesil watches as Dexter Gore puts out a stove top fire during the safety bazaar June 30. The firefighters were among those who came to help out at the safety bazaar.

(Left) Maj. Laura Fields, 39th Medical Group, shows Staff Sgt. Matthew Clark, 39th Communication Squadron, some new ways to stretch his muscles during the safety bazaar. The safety bazaar was held at Arkadas Park and was put together to help Airmen learn how to be safe doing everyday activities.

Air Force Marathon boasts new additions

By Rachel Castle

88th Air Base Wing Public Affairs

WRIGHT-PATTERSON AIR FORCE BASE, Ohio (AFPN)—

Officials announced that there will be a new team in town at the tenth anniversary Air Force Marathon. For the first time, a pace team will run with participants in the half-marathon, assisting participants who want to finish within a specific race time.

"We are very excited to add a new pace team to the half-marathon. The half-marathon is a great race for those who prefer a shorter course. Having a pace team will add to the competition and enhance an already great event," said Molly Loudon, marathon director.

Half-marathon pace times and team biographies will be posted on the event Web site, www.usafmarathon.com/ and will range from 1:40 to 3 hours.

In addition to the half-marathon pace team, the full-marathon pace team will return to Wright-Patterson with a new, faster race time of 3:10. Other pace teams will run for 3:20, 3:30, 3:40, 3:50, 4:10, 4:20, 4:30 and 5 hours.

The pace team times reflect a variety of runner's needs, including the finishing times required to qualify for the Boston Marathon.

"The pace team is a group of experienced marathoners that lead runners through the entire 26.2 miles of the course at even, designated paces. Runners wishing to achieve a particular goal pace only need to meet up with the pace group leader at the starting line and run with that leader to achieve their goal," according to a pace team release.

The U.S. Air Force Marathon will be Sept. 16 on the grounds of the National Museum of the U.S. Air Force. Admission to the event is free. Runners registering online by July 31 will receive a discounted entry fee. Race information can be found on the Web site or by calling 1-800-467-1823.

(Pace Team Director Jim Crist contributed to this article.)

Intramural Softball standings

39th Ammo	14	1
728th AMS	12	3
39th SFS	10	4
Men's Varsity	10	4
39th LRS	11	7
39th Comm	8	7
39th MSS	5	9
Women's Varsity	4	10
39th CES	4	12
39th MDG	4	12
39th MXS	1	13



Photo by Senior Airman Patrice Clarke

Base members are encouraged to come out to the softball field and cheer on their favorite teams.



Ask MEHMET

By Mehmet Birbiri, Host Nation Adviser

(Editor's note: This is a continuation to last week's question about travel.)

From Mersin to Anamur

If you continue to go west on the coastal road after Castle by the Sea, you will be amazed to see beautiful little tiny bays and beaches with crystal clear water. And to your astonishment, most of them are as natural as they were first created.

Susanoglu Beach is one of the last inhabited beaches after Castle by the Sea. You might notice many newly built beach houses, or homes still under construction, here and there alongside the coastal road. In addition to very new and fancy hotels with swimming

pools, you will also notice the signs of **PANSIYON** quite frequently. That means they have rooms for rent. Many families have turned their houses into small hostels. You have bed and sometimes breakfast at the pansiyons. The cost is inexpensive, \$15 to \$20. By the way, don't expect a big breakfast, though. It is mostly white cheese, black olives, jam, bread, tomatoes, cucumbers and Turkish tea. Pansiyons are quite common at small resort towns and villages.

The Mausoleum of the Fearless King (Mezgit Kalesi) is 12 kilometers north of Susanoglu Beach and 2.5 kilometers east of Pasli village. The mausoleum façade is eight meters high with Corinthian columns and a one-meter-high relief of Priapos on the base. It is the largest mausoleum of its time and dates from Roman times.

Silifke is 90 kilometers west of Mersin and it is slightly inland. It is spread out at the foot of a hill. You will see a citadel at the top of the hill which was formerly the acropolis of ancient Cilician Selucia. A roman bridge dating to 77 A.D. crosses over the ancient Calicadnos River. Ruins of a Roman temple and a 200 A.D. theatre can also be seen in Silifke.

Drive up the mountains after Silifke to visit the magnificent ancient site of Diocaesarea (Uzuncaburç). The remains of the impressive Temple of Zeus Olbuis from the Hellenistic period, the Temple of Tyche, the God of luck, a monumental arch, a theater built in 180 A.D., a Byzantine church, and a tower are outstanding. Four kilometers to the east of that site is Olba (Ura) another ancient site with Roman aqueducts, theater and fountain. These two sites are not well known since they are inland and the road is quite mountainous.

Twelve miles west of Silifke is Tasucu. Tasucu is a resort town with sandy beaches, good hotels, and a harbor. A regular sea bus and ferry boat connect the town with Cyprus.

The coastal road between Tasucu and Anamur is picturesque with many hair-pin like curves. Anamur is located in the mountains with banana plantations surrounding it. The ruins of ancient Anamorium with double ramparts, theater, Odeon, bath and necropolis are on a beautiful beach. The Mamure Castle built in the 12th century on the shore between two curving beaches is the best preserved castle and one of the largest castles in Turkey.

If you decide to camp at one of the small villages and resorts, make sure that Jandarma knows you are camping in the area.

BTC pipeline

The BTC (Baku-Tbilisi-Ceyhan) crude oil pipeline opens with a big and international ceremony at the sea terminal constructed at Yumurtalik-Ceyhan Thursday. With the opening of the pipeline, the crude oil produced from the rich sources of oil under the Caspian Sea in Azerbaijan will be piped to Ceyhan and transported by ships to the rest of the world.

The multi-national and multi-billion dollar project and construction was completed by a joint venture including American companies. The pipeline will go through three countries, Azerbaijan (440 km), Georgia (260 kms) and Turkey (1074 kms). 50 million tons of crude oil will be transported per year through the line. The capacity of the pipeline will be increased since Kazakhstan is also planning to transport its crude oil to the world through that line as well.

The ceremony will include the participation of many heads of state, prime ministers and ministers. It has been announced that nine presidents, including the presidents of Turkey, Kazakhstan, Azerbaijan, and Georgia) will participate in the ceremony so far.

Team Incirlik is reminded to remember their customs and courtesies as the distinguished heads of state will be arriving and departing from Incirlik.

Know the Turkish leaders



Brig. Gen. H. Levent Turkmen is the commander of the 10th Tanker Base here. General Turkmen entered Air War College in 1972 and graduated as a lieutenant in 1975. He is a command pilot with more than 6,000 hours in various aircraft including T-37, F-100, F-104, AWACS and KC-135R. Base members are reminded to salute his black staff vehicle.

In Turkish

yol - road
(yohl)

uzak - far
(oo - zuck)

yakin - close, near
(yah - ken)

tarih - history
(tah - reeh)

kum - sand
(kumm)

Do you have a question about something Turkish? Ask Mehmet. To submit a question, call 676-6060 or e-mail mehmet.birbiri@incirlik.af.mil.

THE INCIRLIK GUIDE

Night hoops

Registration for Operation Night hoops is now available. Summer season starts July 14.

Registration for summer soccer is ongoing until July 21 and the Summer season starts July 24.

Volunteer coaches are needed for both programs.

For details, call the youth center at 676-6670.

Snorkeling safety tips

During the 101 Critical Days of Summer please keep these snorkeling safety tips in mind:

- Ensure snorkeling is supervised by someone qualified and experienced in the water.
- Wear the proper equipment, use snorkeling vests and floatation devices when deemed necessary by the snorkeling supervisor.
- Don't snorkel in open water unless basic instruction in snorkeling is accomplished.
- Never snorkel alone.

Chapel pilgrimage

The chapel will be sponsoring a pilgrimage to Cyprus over the Labor Day weekend.

For details, call the chapel at 676-6441.

Paintball field

The paintball field is now open. The field is available seven days a week during daylight hours on a reservation only basis. Games will only take place during outdoor recreation sponsored events.

The cost is \$5 field fee and \$12 for equipment rental (marker, hopper, CO2). With 10 full paying equipment rentals, one case of 2,000 paintballs is included. Paintballs are also available for \$70 per case, or \$35 for a 1/2 case.

The field is located behind the golf course, 400 meters past the riding stables on the right hand side of the road.

For details, contact outdoor recreation at 676-6044.

WARRIOR OF THE WEEK



Master Sgt. Benjamin Leal
39th Maintenance Group
first sergeant

Time in service: 18 years

Hometown: Fresno, Calif.

Time on station: Two and a half years

Hobbies: Golf, bass fishing, basketball and bowling.

Why did you join the Air Force?

I wanted to travel the world and serve my country and the opportunity to fulfill both of my dreams.

What do you like most about Incirlik?

The people. Since the base is small compared

to other places I have been stationed, you get a chance to spend a lot of time with the community making great friends.

How do you contribute to the mission?

Being a first sergeant it is my job to make sure the morale and welfare of my squadron is on target and healthy. When you take care of the people in your squadron they will become a more productive asset to the mission.

What is your favorite motto?

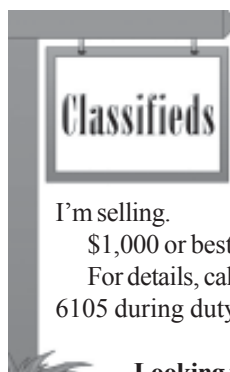
"Lead from the front." I want to see our young Airmen leading the way into the Air Force's future. No matter the situation, flexibility prevents changes from becoming obstacles.

What Air Force core value best describes you and why?

"Service before self." I constantly work late to get the job done.

Supervisor's quote:

"Sergeant Leal is the epitome of not only a first sergeant, but also a supervisor and leader," said Chief Master Sgt. Jeff Antwine, 39th MXG superintendent. He knows the mission, what it takes to get it done, and more importantly how to take care of our Airmen, first sergeants are so crucial to a unit's success or failure; he is key to the maintenance group's success.



For sale: 1983

BMW with new tires, exhaust and brakes. No air conditioning but very dependable. PCSing is only reason

I'm selling.

\$1,000 or best offer.

For details, call 0535-215-2153 or 676-6105 during duty hours.

Looking for a good home:

Loveable young dog, housebroken and crate trained, urgently needs a new home. Tess is friendly with kids and other dogs. We are PCSing and can't take her with us.

For details, call Marilee at 676-2494.

Interested in a cat or dog: Contact PAWS at 676-5938 and ask for Erica or e-mail paws_incirlik@yahoo.com.

We have many cats and dogs in need of homes.

Openings available: Illuminare la via Family Childcare has immediate openings available. FCC is a great alternative to center based childcare. For details, call Stephanie Hammer at 676-5902 or visit www.illuminarelaviafcc.com.

Plants wanted: Are you leaving and have plants (indoor/outdoor) in need of a good home? We would be happy to take them for you. We have many pots to fill.

For details, call 676-2226 or e-mail: kimnbill@gmail.com.

Lost: Wedding band, lost in gym bleachers on June 26 between 6:30 and 8 p.m. Call 676-6800 or the Hodja Inn 676-9357, room 76101.

Have great travel photos?

If you have been out around Turkey and snapped some travel photos, send them to tip.sword@incirlik.af.mil. They could get published.



Photo by Stephanie Hammer

This site, originally the Zeus cult center, was separated by Romans from the Hellenistic city of Olba and was given a city-state status with a new name Ciocaesarea in 72 A.D. The Temple of Zeus and high tower date from the Olba Kingdom. Tyche Temple and the city gate date from the Roman time period. It is located up the road from Kizkalesi.

THE INCIRLIK GUIDE

PTSA volunteers

Incirlik's Parent Teacher Student Association is seeking volunteers to help with landscaping the area around the new school sign.

For details call Tech. Sgt. Patricia Keen at 676-6272.

School summer hours

The Incirlik Elementary/Middle School office will be open from 9 a.m. to 1 p.m. until Aug. 7.

The office will be closed from Saturday to July 31.

For details, call IEMS at 676-3109.

Family childcare

Providing family childcare services in housing without being approved through the FCC panel is unauthorized.

If interested in becoming a licensed family childcare provider call Jamey Zibbon at 676-5098.



Today

7 p.m. – Poseidon (PG-13) (1st run) – Starring Kurt Russell and Richard Dreyfuss. When a wave capsizes a luxury cruise ship in the middle of the North Atlantic Ocean, a group of survivors battle for their lives. (98 minutes)

9:15 p.m. – Silent Hill (R) – Starring Radha Mitchell and Sean Bean. When the doctor of a troubled young girl recommends permanent psychiatric institutionalization the girl's mother refuses to accept the diagnosis, and they flee to a strange abandoned town to seek out answers. (125 minutes)

Saturday

5 p.m. – The Wild (G) – Starring Kiefer Sutherland and Eddie Izzard. In this animated comedy, an assortment of animals from the New York Zoo discover what a jungle the city can be when one of their own is mistakenly shipped to the wild. (85 minutes)

7 p.m. – The Sentinel (PG-13) – Starring Michael Douglas and Kiefer Sutherland. Pete

Garrison is the most decorated agent in the history of the Secret Service. But now, wrongly suspected of targeting the president for assassination, Garrison has become the Service's worst nightmare. (108 minutes)

Sunday

7 p.m. – Poseidon (PG-13) (1st run) – Starring Kurt Russell and Richard Dreyfuss. (98 minutes)

Thursday

7 p.m. – Over the Hedge (PG) (1st run) – Starring Bruce Willis and Garry Shandling. (96 minutes)



Visit www.mybilet.com/show for listing

Movie listings are subject to changes. On-base listings are courtesy of the Army and Air Force Exchange Service Web site at <http://www.aafes.com/ems/euro/incirlik.htm>; M-1 listings are courtesy of Tepe Cinemaxx Tepe Cinemaxx and their Web site at www.mybilet.com/show_place_detail.aspx?place_id=101. For more Oasis information and updates, call the movie recording at 676-6986 or the theater office at 676-9140.